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MANAGERIAL SELECTION PROCESS

OFFERING EQUAL EMPLOYMENT OPPORTUNITIES TO ALL REGARDLESS OF RACE, COLOR, CREED, NATIONAL ORIGIN, ANCESTRY, SEX, MARITAL STATUS, DISABILITY, RELIGIOUS OR POLITICAL AFFILIATION, AGE OR SEXUAL ORIENTATION. It is an objective of the State of California to achieve a drug-free State work place. Any applicant for State employment will be expected to behave in accordance with this objective because the use of illegal drugs is inconsistent with the law of the State, the rules governing civil service, and the special trust placed in public servants.

THIS IS A CALTRANS PROMOTIONAL EXAMINATION IN WHICH LATERAL CANDIDATES ARE ENCOURAGED TO APPLY.

EXAMINATION ANNOUNCEMENT

THIS EXAMINATION IS FOR A DESIGNATED MANAGERIAL POSITION.

CLASSIFICATION: **SUPERVISING RIGHT OF WAY AGENT**

POSITION TITLE: **SUPERVISING RIGHT OF WAY AGENT**

SALARY: **\$6779 - \$7474**

LOCATION: **DISTRICT 8 – SAN BERNARDINO**

FINAL FILING DATE: **JUNE 5, 2009**

DUTIES/RESPONSIBILITIES

Under the general direction of the District Director, the Supervising Right of Way (R/W) Agent is responsible for the supervision of a team of professional and technical staff to achieve the most effective use of resources for project delivery. Responsibilities include, but are not limited to:

Appraisal, Acquisition and Condemnation –Plans:

- Organizes and directs the team through the team leaders who are responsible for the preparation of appraisals and acquiring properties vested in individuals, corporations, railroads and partnerships on all projects.

Relocation Assistance – Plans:

- Organizes and directs the team through team leaders who are responsible for administering the Uniform Relocation Assistance Act of 1970 and ensuring that all occupants have been relocated out of the right of way and secured all of their relocation benefits on all projects.
- Reviews programs, policies, processes and special problems at the request of the Division Chief and recommend and implement solutions. Coordinates with the Division Chief and Headquarters' R/W to insure adherence to Federal and State law, accepted standards, policies and schedules.

Utility Relocation – Plans:

- Organizes and directs the team through the team leader who is responsible for the relocation or protection in place of all public utilities and that the utility companies receive their relocation costs, if applicable for all projects.

Management:

- Acts as R/W liaison to Project Management and represent R/W at pre-status and status of project meetings.
- Acts as R/W liaison at district status meeting, pre-status meetings and project meetings.
- Acts as a Project Management/Functional Management represent for R/W in all matters pertaining to Task Management, Risk Management and Quality Management.

MINIMUM QUALIFICATIONS

Applicants must have a permanent civil service appointment with the Department of Transportation and meet the following qualifications by the final file date in order to participate in this examination.

Either I

Two years of experience in the California state service performing the duties of a Senior Right of Way Agent.

Or II

Experience: Five years of progressively responsible experience involving all major phases of the acquisition of rights of way for governmental or public utility use, two years of which must have been in a full supervisory or administrative capacity. (Experience in the California state service applied toward this requirement must include at least two years performing the duties of a class with a level of responsibility not less than Senior Right of Way Agent.) **and**

Education: Equivalent to graduation from college. (Additional qualifying experience may be substituted for the required education on a year-for-year basis.)

KNOWLEDGE AND ABILITIES

Knowledge of: Principles of public administration including capital program, personnel management, program development, budgeting, and supervision; goals, objectives, policies, organization and procedures of the Department of Transportation as related to right of way activities; general management principles and practices; management problem-solving methods; principles of policy development and formulation of principles and practices of disseminating public information; the Department's safety, health, equal employment opportunity and labor relations program objectives; a supervisor's role in safety, health, equal employment opportunity and labor relations and the processes available to meet these program objectives.

Ability to: Plan, organize, and direct or make decisions involving the work of a large Right of Way staff; develop program direction and concepts; establish and maintain liaison, communication, and a cooperative relationship on interdepartmental levels; and effectively contribute to the Department's safety, health, equal employment opportunity and labor relations program objectives.

POSITION SPECIFIC QUALIFICATIONS/EVALUATION CRITERIA

In addition to the minimum qualifications listed above, the following position specific qualifications will be evaluated:

- Demonstrated knowledge of the Department's organizational structure, policies, financial constraints and procedures.
- Demonstrated knowledge of organizational relationships within and outside of the Department that pertain to right of way activities.
- Demonstrated knowledge of the principles, policies, standards, procedures and practices of R/W work.

- Demonstrated knowledge and ability to effectively supervise, direct and manage an office of professional and technical staff in the area of R/W appraisal/acquisitions and utilities relocation activities, and special projects.
- Demonstrated experience in effectively dealing with counties, cities and local transportation agencies.
- Demonstrated ability to exercise good judgment.
- Demonstrated ability to effectively communicate and coordinate, both orally and in writing, with all levels of management and staff within the Department.
- Demonstrated ability to effectively apply logic and creativity in the decision-making process and analysis and resolution of technical problems and issues.
- Demonstrated ability to take action independently and responsibly.
- Demonstrated ability to be flexible, open-minded and innovative in dealing with project delivery issues and situations.
- Demonstrated willingness to examine existing procedures and practices and seek more efficient ways of conducting business; embrace continuous improvement.

EXAMINATION INFORMATION

This examination process provides for position specific examining and selection of the most qualified managerial candidates. Job-selection criteria specific to each position and consistent with the knowledge, skills, and abilities of the classification will be applied. All candidates who meet the qualifications may compete for the vacant positions. An evaluation of the Examination/Employment Application (STD. 678), Statement of Qualifications, and interview will be used to rate candidates. A pool of candidates will be created for the specific position identified on this bulletin which will include the ranking of each candidate.

Candidates will be notified in writing of their examination results.

FILING INSTRUCTIONS

All interested applicants must submit:

- An original, signed State application (STD 678), which includes civil service titles and dates of experience. The application should specify the **classification; position title and the MSP number 9MSP15**.
- A Statement of Qualifications. The Statement of Qualifications is a discussion of the candidate's experience that would qualify him/her for this position **The Statement should be no more than two pages in length and should address each of the Position Specific Qualifications listed on this examination announcement.**
- Resumes are optional and do not take the place of the Statement of Qualifications.
- Effective January 1, 2009, Government Code Section 18991 is enacted which permits persons retired from the United States military, honorably discharged from active military duty with a service-connected disability, or honorably discharged from active duty to apply for Special Examination & Appointment (SEA) Program examinations, for which he/she meets the minimum qualifications. **Persons applying who qualify as a Veteran under Government Code Section 18991 must submit a copy of their DD214 with their Examination Application (STD. 678).**

State application and Statement of Qualification must be received or postmarked by the final file date of **JUNE 5, 2009**. Interagency mail received after this date will not be accepted.

The State application and Statement of Qualifications are to be submitted to:

**Department of Transportation
ATTN: Liz Ochoa (9MSP15)
1727 30th Street, MS-86
Sacramento, CA 95816**

**APPLICANTS WHO FAIL TO SUBMIT A STATEMENT OF QUALIFICATIONS WILL BE
ELIMINATED FROM THE EXAMINATION.**

Questions regarding this examination process should be directed to: Liz Ochoa at (916) 227-7466.

ELIGIBILITY INFORMATION

This examination **will not** establish a civil service list; therefore, candidates **will not** have the ability to transfer their eligibility to other departments.

REASONABLE ACCOMMODATION

If you have a disability and wish to participate in one of our testing services, programs, or activities and require a specific accommodation, please mark the appropriate box for Question #2 on the Examination and/or Employment Application form. You will be contacted to make specific arrangements. TDD users may contact the California Relay Service TDD line at 1-800-735-2929, the Voice line at 1-800-735-2922 or the Exams TDD line at (916) 227-7857 for assistance.

For individuals with disabilities, this document may be available upon request in alternate formats. To obtain an alternate format, please call or write to the California Department of Transportation, Office of Examinations and Special Programs, P.O. Box 168036, MS-86, Sacramento, CA 95816. Voice (916) 227-7858 or TTY (916) 227-7857. California Relay Service: Voice 1-800-735-2922 or TTY 1-800-734-2929.